

Montana State Library

This cover sheet created by Internet Archive for formatting.

MONTANA LABOR MARKET

Monthly Review of
EMPLOYMENT OUTLOOK, LABOR SUPPLY, LABOR DEMAND, CURRENT EMPLOYMENT

MONTANA STATE EMPLOYMENT SERVICE

Division of Unemployment Compensation Commission of Montana

Edgar H. Reeder, Chairman

Howard N. Hebert, Commissioner

Mitchell Building — P. O. Box 1728 — Helena, Montana

George A. Morrison, Commissioner

FL. 219.

JUNE, 1961

Industry Adds 3,300 More Workers to Payrolls

Montana's industrial and commercial employers added 3,300 workers to their payrolls during May, but failed by 1,500 to match the employment level of May, 1960.

166,400 Employed in May

Commission estimates figured in cooperation with the U. S. Bureau of Labor Statistics placed the number of non-farm wage earners on May payrolls at 166,400. Average May employment of the past ten years is set at 162,800. The highest May total of record was in 1956 when 169,300 workers were employed.

Seasonal Gains Short

The seasonal employment increase of 3,300 workers from April to May, while substantial, was somewhat smaller than has been occurring during the past ten years. For instance, the April to May employment gain last year was 4,500. In 1959 it was 5,300, and in 1958 it was 6,000. The average April-May increase of the past ten years was 4,900, or 1,600 more than the employment rise this year.

Construction Heads the List

Over-the-month employment gains were most evident in construction and manufacturing industries. Construction payrolls expanded by 1,300 workers from April. Manufacturing employment was up 1,100 with 1,000 of this gain in lumber and timber products. The balance was in smelter employment with a rise of 100 from April. Employment expansion, largely seasonal, occurred in trade, up 700; transportation and utilities, up 200; and government, up 100.

6 Down—2 up from last year

Comparing employment this May with that of May last year, reduced employment

WHERE DID THEY GO? 9,100 JOBS LOST IN TWO INDUSTRIES THE PAST FIVE YEARS

Part of Montana's present unemployment problems lies in the fact that some of its basic industries have been in continuous decline during the past five years. Thousands of jobs have been lost during this period because of vagaries of supply and demand, automation, technological changes, employer economies, and the geographical displacement of industries. During this same time, the number of unemployed has kept multiplying, and the labor force has been growing. The growth in volume and rate of unemployment presents a serious problem. Equally serious is the long duration of unemployment and its persistent character in a few places after the 1957-58 economic downturn. New industries and expansion of existing ones have failed to absorb these unemployed and the new entrants to the state's work force.

The table below shows the employment decline in two industry groups from May 1956 to May 1961. Smaller declines also occurred in manufacturing and trade industries.

	EMPLOYMENT		Change from May, 1956
	May, 1956	May, 1961	
All Mining	12,200	6,800	—5,400
Metal Mining	8,600	3,900	—4,700
Coal, Quarrying and Non-Metallic Mining	800	700	— 100
Petroleum-Natural Gas Production	2,800	2,200	— 600
Transportation and Utilities	21,900	18,200	—3,700
Interstate Railroads	12,400	8,500	—3,900
Transportation except Railroads	3,800	3,700	— 100
Utilities Including Communication	5,700	6,000	+ 300

is found in six major industry groups. There were 1,200 less workers on transportation and utility payrolls; railroad employment was down 800, trucking and other transit was short 300; with utilities and communications payrolls shy 100. Manufacturing payrolls were minus 900 wage earners with a 400 deficit in the durable goods group and a drop of 500 in non-durable segments of the industry. Other declines from last year were mining, down 900; trade and service indus-

tries, down 200 each; finance, insurance, and real estate, down 100.

Government, up 1,100, and construction, up 900, were the only two industries to record higher employment levels this May than last.

Unemployment Hangs High

Hand in hand with the slower than usual seasonal expansion and the carry-over effects of the 1957-58 recession, unemployment continues to persist at unusually high levels.

LABOR TURNOVER RATES IN MANUFACTURING AND MINING INDUSTRIES (per 100 employees)

INDUSTRY	ACCESSION RATE						SEPARATION RATE					
	Total			New Hire			Total			Quit		
	1) Apr 1961	2) Mar 1961	Apr. 1960	Apr. 1961	Mar. 1961	Apr. 1960	Apr. 1961	Mar. 1961	Apr. 1960	Apr. 1961	Mar. 1961	Apr. 1960
3) All Manufacturing.....	4.6	3.1	7.5	3.7	1.7	4.7	2.7	3.7	5.6	1.4	1.3	1.9
Durable Goods.....	5.6	3.3	8.3	4.4	1.7	4.6	3.1	4.5	6.8	1.4	.9	2.1
Primary Metal.....	4.0	.9	8.6	2.0	.2	4.5	3.7	4.0	7.3	1.1	.9	1.5
3) Nondurable Goods.....	3.0	2.6	5.9	2.4	1.9	4.8	1.9	2.3	3.6	1.4	1.8	1.6
All Mining.....	7.8	4.4	11.5	2.7	1.7	3.2	7.3	5.9	4.9	2.8	1.8	3.5
Metal Mining.....	4.6	3.8	14.9	.6	.2	3.2	3.3	5.0	4.6	.6	1.5	2.9

1) Preliminary rates based on all data available at publication time. 2) Figures previously revised on more complete returns.
3) Excludes sugar and canning industries. Total separations include discharges and miscellaneous separations.

Along the Hiring Line— Field Summary, June 1

ANACONDA, Deer Lodge, Philipsburg—(463 jobseekers, 60 new, 343 men, 120 women). Hiring in industry and farm below last month and a year ago. Closure of phosphate plant at smelter idled 100 June 1, but some workers placed in other units. Present economic conditions keeping most hiring at minimum. Labor supply swelled by entry of college and high school students into summer labor market.

BILLINGS, Columbus, Hardin, Hysham, Laurel, Red Lodge, Roundup—(2,861 jobseekers, 751 new, 2,048 men, 813 women). Spring hiring behind last year, but over all picture generally good. Major building projects include new bank, two college structures, commercial remodeling projects, and home building. Work forces at Yellowtail Dam not expected to go over the 250 mark this year on both prime and sub-contracts. Reorganization of major oil company June 1 eliminated 60 jobs; some to be transferred to out-of-state operations. Trade and service employment at normal seasonal levels; expansion of west side shopping center created 80 new jobs.

BOZEMAN, Ennis, Three Forks, Trident—(358 jobseekers, 157 new, 237 men, 121 women). Variety of construction projects in progress or to start soon include two million dollars in college structures, over 4½ million dollars in highway construction, ½ million dollars in city sewer and airport improvement projects, home building, and commercial remodeling projects. Logging expected to be on full scale schedule next 60 days. Cement and tale processing plants operating at full capacity. Local lumber supply adequate.

BUTTE, Virginia City, Whitehall—(1,755 jobseekers, 267 new, 1,088 men, 667 women). Employment in metal mining starting to rise moderately with better copper prices. Order for 70 experienced hard rock miners current. Building construction at near standstill due to large number of vacant commercial units and homes. Road construction projects slow in starting. Good hiring trends noted in clerical fields.

CIT BANK—(408 jobseekers, 101 new, 301 men, 107 women). Construction and trade industries hiring highlighted the May labor market scene. Road construction making good progress with major hiring completed. Home building and remodeling projects occupy building craftsmen. Trade and service hiring up with tourist season underway. Farm labor demand good.

DILLON—(160 jobseekers, 74 new, 114 men, 46 women). Labor demand in industry and farm at good seasonal levels. Current

LABOR MARKET INDICATORS

Employment—	May 1961	Apr. 1961	May 1960	May-Avg. 1952-61
Industrial Employment	166,400	163,100	167,900	162,800
New Job Applicants	3,905	3,586	4,428	3,385
Job Applicants, End of Month	15,368	19,073	10,923	8,656
 Insured Unemployment, Week of	 June 3 1961	 May 5 1961	 June 3 1960	 Avg. 1st June Wk. 1957-61
New and Renewal Claims	681	831	647	644
Unemployed Weeks Filed	6,994	10,667	5,204	5,503
Total Unemployment Claims	7,675	11,498	5,851	6,148

shortage of irrigation water could reduce hay crop yields later. Active construction projects include junior high school, church, and commercial remodeling jobs. Relocation of railroad tracks near Clark Canyon Dam site 75 percent completed; work started on four railroad bridges.

GLASGOW, Fort Peck, Malta, Opheim—(479 jobseekers, 152 new, 299 men, 180 women). Most construction contractors operating with minimum crews due to limited activity at present. Backlog of workers awaiting start of highway and air base housing projects in June. Some workers leaving for other areas seeking employment. Main street hiring fairly active and should expand with increased construction payrolls.

GLENDIVE, Circle, Wibaux—(213 jobseekers, 59 new, 149 men, 64 women). Labor market forces generally weak in the face of reduced activity in construction, oil fields, and agriculture. Ten oil drilling rigs stacked during May; hiring on others chiefly for replacement only. Construction hiring slow with only two major projects in initial stages.

GREAT FALLS, Choteau, Fort Benton, Stanford—(2,276 jobseekers, 627 new, 1,481 men, 795 women). In-migration of transients and entry of high school and college students into labor market added to labor surplus during May. Trade industries provided most job openings with more hiring forecast next 30 days. Shortages of cooks and waitresses forecast as summer season advances. Construction employment totals slow in rising with surplus in most classifications. A dry spring reduced normal demand for farm help.

HAMILTON, Stevensville—(327 jobseekers, 61 new, 215 men, 112 women). Labor supply 100 above last year with most idle in farm and inexperienced classifications. Most woods and sawmill workers employed with better weather and improving lumber market conditions. Construction slow, but some major projects slated for start later this year. Most farm activity in sugar beet fields and fruit orchards.

HAVRE, Chinook, Harlem—(401 jobseekers, 112 new, 289 men, 112 women). Labor demand in industry and farm not yet up to par. No new construction and less railroad employment largely responsible for present economic lag. Fairly stable volume in trade and service industries bolstered by tourist traffic. Farm labor demand not too optimistic.

HELENA, Boulder, Garrison, Townsend, White Sulphur Springs—(689 jobseekers, 145 new, 508 men, 181 women). Jobseeker total substantially higher than last year due chiefly to reduced construction activity and weather-caused holdbacks in logging in White Sulphur Springs area. Upswing expected in June with start of highway and overpass construction and more favorable weather in lumbering areas. Good trends in trade and service channels; shortages of clerical, cook, and waitress workers persist. Opening of new variety store provided 30 jobs; some temporary.

KALISPELL, Columbia Falls, Eureka, Libby, Whitefish—(1,642 jobseekers, 256 new, 1,293 men, 349 women). Construction, logging, and trade industries provided bulk of May job orders. Construction outlook brighter with work on four road projects, home building, and Libby super market in progress. Start of construction on Libby plywood mill should bring more employment expansion. More hiring in trade and service channels forecast by June 15.

LEWISTOWN, Harlowton, Ryegate, Winnett—(336 jobseekers, 109 new, 262 men, 74 women). Industry hiring up substantially from a year ago, but farm hiring down. Construction was the most potent hiring force followed by trade industries. Shape of area construction includes missile silos, two schools, armory, and four road projects. Missile employment demands slow, but expected to increase moderately next three weeks.

LIVINGSTON, Big Timber—(348 jobseekers, 90 new, 218 men, 130 women). Area economy strengthened by resumption of full scale woods and sawmill work, high-

NINE YEARS OF MONTANA INDUSTRIAL EMPLOYMENT TOTALS, BY MONTHS (in Thousands)*

Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Aver.
1953	147.1	145.9	147.9	151.5	155.2	161.0	162.2	164.1	163.2	162.2	159.9	157.9
1954	148.8	147.6	149.4	153.4	158.0	164.1	166.6	167.8	157.1	156.1	160.3	158.0
1955	150.6	149.0	149.6	155.6	160.7	169.2	170.6	172.9	171.7	168.3	164.7	162.7
1956	156.6	154.4	156.3	163.0	169.3	177.4	177.4	179.8	177.2	174.6	170.4	166.7
1957	156.8	155.0	156.8	161.3	166.0	172.0	174.2	174.2	170.8	167.4	163.2	159.9
1958	153.1	150.3	150.5	156.4	162.4	167.1	170.2	172.2	170.0	168.8	165.8	162.4
1959	157.3	153.2	155.9	162.2	167.5	174.0	177.5	179.2	169.9	165.6	161.5	159.4
1960	152.7	152.5	156.1	163.4	167.9	175.2	176.3	176.3	174.8	171.5	168.0	165.2
1961	160.9	159.8	160.2	163.1	166.4*							166.6

* Estimate revised on the basis of more complete and accurate figures for industry segments not covered under the Unemployment Insurance Program. **Preliminary Estimate.

Along the Hiring Line— Field Summary, June 1

way projects, and seasonal upswing in trade and service units. Seven contractors, employing 186, mostly heavy equipment operators on road construction. Work on Livingston-Bozeman interstate highway section to begin mid-June. Strong trends in trade and service industries sparked by opening of Yellowstone Park and resort areas. Shortages of cooks and waitresses persist.

MILES CITY, Baker, Ekalaka, Broadus, Jordan, Terry—(198 jobseekers, 93 new, 138 men, 60 women). Labor demand below last year as a result of fewer construction projects and closure of three cafes. Several commercial buildings under construction with minimum crews. Future construction includes county rest home and city sewage lagoon. Interstate highway project on schedule with bridges and overpass completed.

MISSOULA, Drummond, Arlee, Superior—(1,282 jobseekers, 435 new, 909 men, 373 women). Economic indicators appear brighter, paced by upswing in logging and lumbering. Hiring in government, railroads, mining, and construction below normal for this time of year. Trade, service, and finance, insurance, real estate units showed active trends. Truck gardens, sugar beets, and cereal grains in good shape.

POLSON—(263 jobseekers, 69 new, 180 men, 83 women). Wet weather held back normal seasonal expansion in logging and construction. Reduced activity in these fields had adverse effects on trade and service channels. Construction limited to one road project and addition to telephone building; home building slow at present. Prospects for good sweet cherry harvest evident.

SHELBY—(265 jobseekers, 113 new, 178 men, 87 women). Main street establishments provided most May job orders as merchants geared to meet increased demands of tourist season. Area construction limited to new high school and overpass at Sunburst. Plans for new Shelby post office approved but no contract date set. Farm hiring down from last year due to unsettled weather during May.

SIDNEY—(177 jobseekers, 62 new, 116 men, 61 women). Labor market activity generally leveling off after some seasonal expansion. Construction activity slow with no new building projects on summer agenda. Housing development project to open mid-June. Main street business on par with last year. Thinning of sugar beets main agricultural activity; other farm work slow.

THOMPSON FALLS, Hot Springs—(201 jobseekers, 54 new, 158 men, 43 women). Seasonal expansion, chiefly in logging, reduced jobseeker files during May. Some sawmills temporarily shut down for repairs and because of low log supplies. Area road jobs and building construction including school and post office buildings making good progress. Forest service crews building up with more hiring in June.

WOLF POINT, Plentywood, Scobey—(266 jobseekers, 58 new, 206 men, 60 women). Construction employment up substantially from last month with work started on $\frac{1}{2}$ million dollar retirement home, fuel refinery, church, and office building. In addition, two highway contracts active. Surplus of carpenters, semi-skilled, and unskilled workers still prevalent. Opening of new Wolf Point grocery employed 10. Dry weather kept farm hiring at low levels.

ESTIMATED EMPLOYMENT IN NON-AGRICULTURAL INDUSTRIES IN MONTANA (1)

(Compiled in co-operation with United States Bureau of Labor Statistics)

INDUSTRY	EMPLOYMENT			Net Change	
	May 1961 (2)	Apr. 1961 (3)	May 1960	Apr. '61 to May '61	May '60 to May '61
NON-AGRICULTURAL INDUSTRIES	166,400	163,100	167,900	3,300	— 1,500
Manufacturing	19,100	18,000	20,000	1,100	— 900
Durable goods	12,100	11,100	12,500	1,000	— 400
Lumber and timber products	7,100	6,200	6,900	900	200
Primary metals	3,500	3,400	4,000	100	— 500
Other (4)	1,500	1,500	1,600	00	— 100
Nondurable goods	7,000	6,900	7,500	100	— 500
Food and kindred products	4,000	3,900	4,000	100	00
Printing and publishing	1,600	1,600	1,600	00	00
Petroleum refining	900	900	1,000	00	— 100
Other (5)	500	500	900	00	— 400
Mining	6,800	6,900	7,700	— 100	— 900
Metal mining	3,900	3,900	5,000	00	— 1,100
Coal, quarrying and nonmetallic	700	800	700	— 100	00
Petroleum-natural gas production	2,200	2,200	2,000	00	200
Contract Construction	13,000	11,700	12,100	1,300	900
Contractors, building construction	4,900	4,700	4,800	200	100
Contractors, other than building	3,600	2,800	3,300	800	300
Contractors, special trade	4,500	4,200	4,000	300	500
Transportation and utilities	18,200	18,000	19,400	200	— 1,200
Interstate railroads	8,500	8,300	9,300	200	— 800
Transportation except railroads	3,700	3,700	4,000	00	— 300
Utilities including communication	6,000	6,000	6,100	00	— 100
Trade	40,800	40,100	41,000	700	— 200
Wholesale trade	8,500	8,500	8,700	00	— 200
Retail trade	32,300	31,600	32,300	700	— 00
General merchandise and apparel	5,900	5,900	5,800	00	100
Food stores	5,100	5,100	4,900	00	200
Eating and drinking establishments	8,200	7,600	8,100	600	100
Automotive and filling stations	6,400	6,300	6,700	100	— 300
Retail trade not elsewhere classified	6,700	6,700	6,800	00	— 100
Finance, insurance and real estate	6,700	6,700	6,800	00	— 100
Services and miscellaneous	22,500	22,500	22,700	00	— 200
Hotels, rooming houses, camps, etc	2,600	2,700	2,800	— 100	— 200
Personal services	2,100	2,000	2,100	100	00
Other (6)	17,800	17,800	17,800	00	00
Government	39,300	39,200	38,200	100	1,100
Federal	9,700	9,400	9,400	300	300
State and local	29,600	29,800	28,800	— 200	800
Great Falls Area (Cascade County)	22,500	21,600	20,500	900	2,000
Manufacturing	3,100	3,100	3,000	00	100
Contract construction	3,200	2,600	1,900	600	1,300
Transportation and utilities	2,000	1,900	2,100	100	— 100
Trade, wholesale and retail	5,900	5,800	5,500	100	400
Services and miscellaneous (7)	4,800	4,700	4,600	100	200
Government	3,500	3,500	3,400	00	100

Statewide employment estimates revised on the basis of more complete reports. Industry detail for the period January, 1959 to date, will be supplied in a future supplement to this publication.

- (1) Estimates include all full and part-time wage and salary workers who worked or received pay during the pay period ending nearest the 15th of the month. Proprietors, firm members, personnel of the armed forces, domestic servants, and self-employed persons are excluded.
- (2) Preliminary estimates based on return from samples of 808 selected Montana establishments.
- (3) Figures previously released have been revised on return from 1,264 such establishments.
- (4) Includes fabricated metal products, machinery except electrical, furniture, stone and clay products.
- (5) Includes apparel, chemicals, and miscellaneous manufacturing products.
- (6) Includes commercial trade schools, auto repair services and garages, miscellaneous repair services and hand trades, motion pictures, amusements and recreation, medical and health, law offices and professional services, non-profit membership organizations and businesses not otherwise classified.
- (7) Same as (6) above, also includes finance, real estate and mining.

COMPARISON OF BASIC LABOR MARKET ACTIVITIES IN MAY 1961 AND MAY 1960

Employment Service Office	New Job Applicants				Jobseekers in File				Job Placement								UI Claims* Wk. 6-3	
	May 1961		May 1960		May 1961		May 1960		May 1961				May 1960				1961	
	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	1961	1960
Anaconda.....	60	6	109	16	463	105	278	44	22	36	58	9	67	16	83	16	392	112
Billings.....	751	215	698	152	2,861	524	1,612	341	542	926	1,468	242	594	876	1,470	255	1,512	963
Bozeman.....	157	35	295	69	358	95	510	94	190	88	278	80	164	115	279	73	143	76
Butte.....	267	66	400	100	1,755	476	1,263	247	65	22	87	28	123	29	152	31	1,000	647
Cut Bank.....	101	38	121	25	408	133	423	137	56	63	119	50	53	86	139	55	166	214
Dillon.....	74	37	108	47	160	42	119	29	58	117	175	91	44	136	180	82	63	60
Glasgow.....	152	38	227	48	479	121	315	50	65	34	99	33	181	80	261	87	398	165
Glendive.....	59	8	117	31	213	53	102	10	50	469	519	31	152	530	682	72	115	29
Great Falls.....	627	177	552	139	2,276	577	1,102	245	412	183	595	238	404	225	629	229	692	605
Hamilton.....	61	4	56	11	327	52	207	36	54	166	220	24	60	184	244	37	162	126
Havre.....	112	17	101	13	401	95	204	34	138	69	207	91	120	87	207	103	200	154
Helena.....	145	23	192	40	689	198	478	134	217	63	280	88	197	41	238	121	346	238
Kalispell.....	256	55	296	65	1,642	425	1,680	464	155	15	170	49	210	15	225	66	865	982
Lewistown.....	109	28	66	17	336	89	128	25	92	84	176	69	81	85	166	63	111	72
Livingston.....	90	13	153	39	348	57	402	82	89	49	138	39	102	34	136	32	164	195
Miles City.....	93	19	124	38	198	45	95	25	75	552	627	34	98	880	978	67	126	97
Missoula.....	435	104	440	128	1,282	326	985	220	254	202	456	87	245	59	304	109	550	517
Polson.....	69	18	68	14	263	57	263	72	68	35	103	37	112	45	157	53	174	231
Shelby.....	113	36	141	29	265	50	241	69	89	66	155	52	76	134	210	49	140	76
Sidney.....	62	4	57	19	177	22	119	16	61	1,467	1,528	22	57	1,437	1,494	43	65	47
Thompson Falls.....	54	16	42	8	201	60	158	41	74	6	80	30	69	1	70	35	129	138
Wolf Point.....	58	9	65	12	266	67	239	42	40	17	57	9	28	40	68	36	162	107
TOTALS.....	3,905	966	4,428	1,060	15,368	3,669	10,923	2,463	2,866	4,729	7,595	1,433	3,237	5,135	8,372	1,714	7,675	5,851

*Include 228 claims of the Fed. UC Program 171 same a year ago. 1,657 claims under the Fed. TEC program not included.

AVERAGE HOURS AND EARNINGS IN SELECTED MONTANA INDUSTRIES

(Produced in co-operation with United States Bureau of Labor Statistics)
(Hours and earnings data exclude administrative and salaried personnel)

INDUSTRY	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	May (1) 1961	Apr. (2) 1961	May 1960	May (1) 1961	Apr. (2) 1961	May 1960	May (1) 1961	Apr. (2) 1961	May 1960
All Manufacturing.....	\$ 94.35	\$ 97.17	\$ 98.55	38.2	39.5	39.9	2.47	2.46	2.47
Durable goods.....	93.21	96.64	94.07	38.2	40.1	40.2	2.44	2.41	2.34
Primary metals.....	102.40	98.64	96.23	40.0	39.3	39.6	2.56	2.51	2.43
Nondurable goods.....	98.16	99.20	105.45	38.8	38.9	39.2	2.53	2.55	2.69
Food and kindred products.....	84.87	86.32	83.74	41.0	41.5	39.5	2.07	2.08	2.12
All Mining.....	105.99	103.88	101.09	40.3	39.2	39.8	2.63	2.65	2.54
Metal mining.....	101.26	102.17	96.89	38.5	38.7	38.6	2.63	2.64	2.51
Transportation and Utilities (except Rys.).....	97.50	94.50	97.16						
Transportation (except railroads).....	104.12	98.46	110.28						
Utilities and communication.....	93.53	91.96	87.46	39.8	38.8	38.7	2.35	2.37	2.26

(1) Preliminary estimates. (2) Figures previously released have been revised on more complete returns.

UNEMPLOYMENT COMPENSATION COMMISSION OF MONTANA

MICHELL BUILDING
P. O. Box 1728

HELENA, MONTANA

OFFICIAL BUSINESS

EMPLOYMENT SECURITY MAIL
United States Postage
Accounted for Under
Act of Congress

President * Edwin G. Koch
Montana School of Mines
Butte, Montana

CALL YOUR MONTANA STATE EMPLOYMENT OFFICE WHEN YOU NEED QUALIFIED, EXPERIENCED WORKERS!



Montana State Library

This cover sheet created by Internet Archive for formatting.